



FOR PSA MEMBERS: **NORTH-WEST DEPARTMENT OF EDUCATION**

08-08-2025

Victory for PSA member: Disciplinary charges resolved through progressive discipline

A PSA member at the Department of Education faced eleven charges of misconduct and was issued with a formal notice to attend a disciplinary hearing. Concerned about the potential consequences, the member approached the PSA for representation and support.

The PSA reviewed the charges and engaged in negotiations with the employer. The PSA motivated for a fair and progressive approach in line with labour principles and the focus was shifted from punishment to correction and improvement. The disciplinary process was withdrawn. The employer agreed to resolve the matter through progressive discipline. The member was issued a final written warning instead of undergoing a full hearing and the member accepted the outcome and avoided further punitive measures. The member remains employed and continues to perform duties without disruption. The member expressed appreciation for the PSA's effective negotiation and representation.

This outcome reinforces the PSA's role in protecting members' jobs whilst promoting fair, corrective labour practices. To receive quality workplace representation, join the PSA - The Union of Choice. Contact Nozi Moniasa - 082 880 8990 / nozi.moniasa@psa.co.za or Patience Mashaba - 082 880 8943 / patience.poo@psa.co.za.

Reuben Maleka
GENERAL MANAGER